ADVISORY GR	OUP ON <u>DUPLICATIVE &amp; NON</u>	-ESSENTIAL SERVICES	PROPOSAL#:	AGDNES #1
SUBJECT:	Supervisor / Employee Ratio	DATE ADOPTED BY ADVISORY	Y GROUP:	
COMMISSION AC	TION:	_DATE:		

**RECOMMENDATION:** 1:8 supervisor to employee ratio acquired from Council on Accreditation for Social Service organizations

Summary Description/Nature of Change	Key/Implementation Responsibilities	Need	Action Needed	Benefit/Saving	Done/ Study
1:8 supervisor to employee ratio acquired from Council on Accreditation for Social Service organizations	DSS to work on implementation where practical and feasible. DSS core mission requires closer ratio - such as Child Welfare.	Reduction of work cost and T.O.	DSS to draft lay- off plan and acquire Civil Service approval	Initial estimates difficult to determine as DSS must review all positions, reorganize, identify specific posts to layoff, calculate termination costs, determine proper classifications, etc. DSS expects significant and more definitive savings in second year	DSS estimates 45 days to review all positions. Thereafter, DSS estimates six weeks for layoffs to commence